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22/5 64. 18 35  
13 MAR 1964

MEMORANDUM FOR: Deputy Director for Support

SUBJECT : Utilization of Negro Employees

REFERENCE : Memorandum to DD/S fr D/Pers, dtd 21 Oct 63,  
same subject

1. This memorandum is for your information.

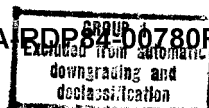
2. The referenced memorandum committed us to make a further report on seven Negro employees who perhaps had not advanced proportionately to their educational attainment, age and length of service. Our review of those seven cases suggested that it would be desirable to do a more detailed analysis of the entire group of employees of which they were a part. We made such an analysis--starting with all employees (both White and Negro), grades GS-03 through GS-08, who had been in grade four years or more as of 30 June 1963. We will summarize in a later paragraph the general findings of that analysis. The details are provided in Tabs A and B, while Tab C is the case histories of the seven cases identified in the referenced memorandum. Upon completing this step of the analysis, we found it necessary to carry the study even further; and that extension is shown in Tab D which will be discussed below.

had been in grade four years or more. It was at this point that it occurred to us that perhaps turnover had something to do with grade; the thought being that if the Negroes, upon the average, were here a shorter length of time, they would have had, consequently, less opportunity for promotion. So the analysis reported in Tab D was made. We found the opposite of what we had surmised. Negroes in CIA, grades GS-03 through GS-08, have markedly lower attrition than Whites. The over-all rate for the last three years has been:

<u>YEAR</u>	<u>NEGRO</u>	<u>WHITE</u>
1961	8.4%	18.5%
1962	6.0%	18.9%
1963	9.8%	17.7%

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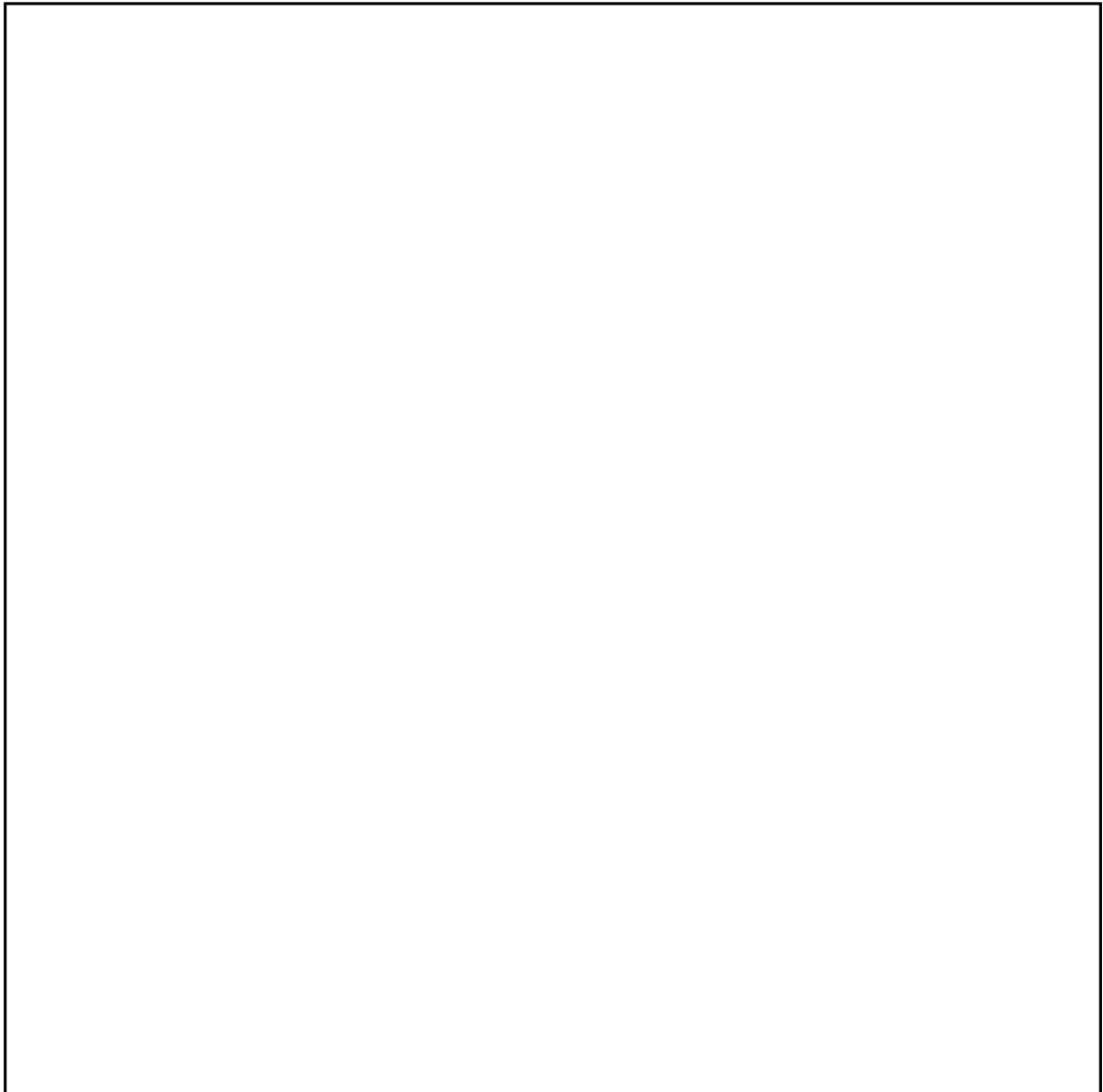
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**EYES ONLY**

SUBJECT: Utilization of Negro Employees

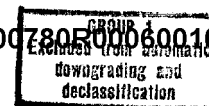
This rate difference holds throughout the range of length of service from less than a year up to 17 years. This analysis destroys the assumption that the lower grades for Negroes are a product of less time in grade. Language ability, overseas experience, college education, and military service do not afford statistically reliable distinctions between Whites and Negroes as to grade among those more than four years in grade.

4. The highlights of the seven cases (detailed in Tab C) are as follows:



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sharply apparent in the seven cases suggest again that the Negro still suffers from cultural deprivation; and though we make every effort to insure that there is not intentional discrimination, the Agency is not the vehicle for correcting the fundamental problem.

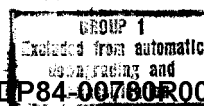


Emmett D. Echols  
Director of Personnel

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Attachments: A/S

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**REPORT**

**UTILIZATION OF NEGRO EMPLOYEES**

**GRADES GS-03 THROUGH GS-08**

**30 JUNE 1963**

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